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Conditions of service and compensation for officials other than Secretariat officials: members of the International Court of Justice, President and judges of the International Residual Mechanism for Criminal Tribunals and judges and ad litem judges of the International Tribunal for the Former Yugoslavia

Report of the Secretary-General

I. Introduction

1. The General Assembly, in paragraph 10 of its resolution 65/258, decided to re-establish a three-year cycle for the review of the conditions of service and compensation for the members of the International Court of Justice and the judges and ad litem judges of the International Tribunal for the Former Yugoslavia and the International Criminal Tribunal for Rwanda. The last comprehensive review was conducted in 2013 and presented in a report of the Secretary-General to the General Assembly at its sixty-eighth session (A/68/188). By its decisions 66/556 B, 68/549 A and 69/553 A, the Assembly deferred, ultimately to the seventy-first session, its consideration of the following documents:

(a) Report of the Secretary-General on the comprehensive review of the pension schemes for the members of the International Court of Justice and the judges of the International Tribunal for the Former Yugoslavia and the International Criminal Tribunal for Rwanda (A/66/617);

(b) Related report of the Advisory Committee on Administrative and Budgetary Questions (A/66/709);

(c) Letter dated 1 February 2012 from the President of the International Court of Justice addressed to the President of the General Assembly (A/66/726);

* A/71/150.

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(d) Report of the Secretary-General on the conditions of service and compensation for officials other than Secretariat officials: members of the International Court of Justice and the International Residual Mechanism for Criminal Tribunals, judges and ad litem judges of the International Tribunal for the Former Yugoslavia and the International Criminal Tribunal for Rwanda (A/68/188);

(e) Related report of the Advisory Committee on Administrative and Budgetary Questions (A/68/515 and Corr.1).

2. The present report does not refer to the judges and ad litem judges of the International Criminal Tribunal for Rwanda, since the Tribunal closed on 31 December 2015.

3. In order to facilitate consideration of the issues to be reviewed, the present report is structured as follows: section II is devoted to the remuneration of the members of the International Court of Justice, the President and judges of the International Residual Mechanism for Criminal Tribunals and the judges and ad litem judges of the International Tribunal for the Former Yugoslavia; section III focuses on the other conditions of service of those individuals; section IV contains the recommendations of the Secretary-General on the basis of the review; section V indicates the financial implications in respect of those recommendations; and section VI refers to the next comprehensive review.

II. Remuneration

A. Members of the International Court of Justice

4. Article 32 of the Statute of the International Court of Justice provides, inter alia, that each member of the Court shall receive an annual salary (para. 1), and that the salaries and allowances shall be fixed by the General Assembly and may not be decreased during the term of office (para. 5).

5. The emoluments of the members of the Court are sui generis. However, on the occasion of the periodic comprehensive reviews of the emoluments and conditions of service of the members of the Court, information on the net remuneration of senior Secretariat officials, the Chair of the Advisory Committee on Administrative and Budgetary Questions, the Chair and Vice-Chair of the International Civil Service Commission and the members of the Joint Inspection Unit has been provided as a reference point for purposes of comparative assessment. Annex I to the present report illustrates the evolution of emoluments from 2010 to 2016 and compares them with the changes in the remuneration of senior Secretariat officials and that of full-time members of subsidiary bodies of the United Nations. To facilitate comparison, annex II contains a summary of the salaries of an Under-Secretary-General serving in The Hague, the members of the International Court of Justice and the judges of the International Criminal Court in euros and the equivalent in United States dollars at the official United Nations operational rate of exchange for the month concerned.

B. Ad hoc judges of the International Court of Justice

6. Under Article 31 of the Statute of the International Court of Justice, persons chosen by parties to cases before the Court to "take part in the decision on terms of complete equality with their colleagues" (para. 6) are known as ad hoc judges. Under Article 32, paragraph 4, of the Statute, they "shall receive compensation for each day on which they exercise their functions". The compensation of the ad hoc judges was first defined at the time when the original remuneration system of the Permanent Court of International Justice (the predecessor of the International Court of Justice) was established, in 1922; it was then composed of two elements described as a "fee" and a "subsistence payment" and applied pro rata to the days when service was provided to the Court. In order to maintain the requirement of "complete equality" expressed in paragraph 6 of article 31 (as quoted above), with regard to variances created by the "subsistence payment" element and the ad hoc judges' place of residence, the General Assembly decided, in 1980 (resolution 35/220) and in 1985 (resolution 40/257), to redefine the compensation package of the judges of the Court.

7. The Secretary-General recalled that, for the purpose of payments to ad hoc judges, annual salary had been last defined in paragraph 3 of General Assembly resolution 40/257 as follows: ad hoc judges were to be compensated for each day they exercised their functions, one three-hundred-and-sixty-fifth of the sum of the annual base salary and interim cost-of-living supplement payable at the time to a member of the Court (A/61/554, para. 84). Under this definition, the post adjustment system introduced in paragraph 7 of Assembly resolution 61/262 also applies to ad hoc judges.

8. Additional details on the historical background of the determination of the amount of the compensation of the ad hoc judges were presented in the report of the Secretary-General to the General Assembly at its fortieth session (A/C.5/40/32, paras. 35-41).

C. International Tribunal for the Former Yugoslavia

9. By its resolution 827 (1993), the Security Council decided to establish the International Tribunal for the Former Yugoslavia and adopt its statute. Article 13, paragraph 3, of the statute provides that the terms and conditions of service of its judges shall be as they are for the judges of the International Court of Justice.

D. Ad litem judges of the International Tribunal for the Former Yugoslavia

10. Acting under Chapter VII of the Charter of the United Nations, the Security Council decided, by its resolution 1329 (2000), to establish a pool of ad litem judges in the International Tribunal for the Former Yugoslavia.

11. In its resolution 55/249, the General Assembly endorsed the observations and recommendations of the Advisory Committee (see A/55/806, paras. 7-15) on the emoluments for and other conditions of service of the ad litem judges of the International Tribunal for the Former Yugoslavia, indicating that the annual salary

of those individuals should be prorated for length of service. At present, there are no ad litem judges serving in the International Tribunal for the Former Yugoslavia.

E. International Residual Mechanism for Criminal Tribunals

12. The International Residual Mechanism for Criminal Tribunals was established by the Security Council on 22 December 2010 (resolution 1966 (2010)) to carry out a number of essential functions of the International Criminal Tribunal for Rwanda and the International Tribunal for the Former Yugoslavia after the completion of their respective mandates. The branch of the Mechanism for the International Criminal Tribunal for Rwanda commenced functioning on 1 July 2012 and the one for the International Tribunal for the Former Yugoslavia on 1 July 2013.

13. The Security Council, in its resolution 1966 (2010), requested the two Tribunals to take all possible measures to expeditiously complete all their remaining work, as provided in the resolution, no later than 31 December 2014, to prepare their closure and to ensure a smooth transition to the Mechanism, including through advance teams in each of the Tribunals. Annexes 1 and 2 to the resolution contain the statute of the International Residual Mechanism for Criminal Tribunals and the transitional arrangements for the Tribunals. Article 8 of the statute of the Mechanism stipulates that the terms and conditions of service of the judges for each day on which they exercise their functions for the Mechanism shall be those of the ad hoc judges of the International Court of Justice. The terms and conditions of service of the President of the Mechanism shall be those of the judges of the International Court of Justice. In the event that the President of the Mechanism were to be elected from among the existing permanent judges of the Tribunals and were to be permitted to maintain his or her existing contractual relationship with the United Nations, his or her original conditions of service would continue to apply (see A/66/709, para. 17).

14. The judges of the Mechanism will only receive remuneration or benefits after they are appointed to exercise their functions within the Mechanism. They will not receive any remuneration or benefits for being on the roster. For every trial and referral within the jurisdiction of the Mechanism, except for cases of contempt, the President will appoint three judges from the roster to compose a Trial Chamber. In all other circumstances, the President shall appoint a single judge from the roster.

F. Common historical background

15. The General Assembly has conducted periodic reviews of the emoluments of the members and ad hoc judges of the International Court of Justice and the judges and ad litem judges of the International Tribunal for the Former Yugoslavia and the International Criminal Tribunal for Rwanda, the most recent comprehensive review having been undertaken at its sixty-eighth session (see A/68/188), as requested by the Assembly in paragraph 10 of its resolution 65/258.

16. In paragraph 6 of its resolution 61/262, the General Assembly endorsed the proposal of the Secretary-General contained in his report of 2 November 2006 (A/61/554, para. 80), whereby the annual salaries of the members of the International Court of Justice and the judges and ad litem judges of the two Tribunals would comprise an annual base salary with a corresponding post

adjustment per index point equal to 1 per cent of the net base salary, to which would be applied a post adjustment multiplier for the Netherlands or for the United Republic of Tanzania, as appropriate.

17. The Secretary-General had also proposed that, on the occasion of future revisions to the base salary scale applicable to staff in the Professional and higher categories that are effected through the consolidation of post adjustment multiplier points into the base scale with a corresponding readjustment in the post adjustment multipliers, the annual base salary of the members of the International Court of Justice and the judges and ad litem judges of the Tribunals also be adjusted by the same percentage and at the same time (A/61/554, para. 83).

18. Since the last comprehensive review of this matter, the General Assembly has revised the scale of gross and net salaries for staff in the Professional and higher categories in its resolutions 68/253, 69/251 and 70/244. Accordingly, the annual base salary applicable to the members of the International Court of Justice and the judges of the two Tribunals was revised from $169,098 to $169,419, effective 1 January 2014, from $169,419 to $171,130, effective 1 January 2015, and from $171,130 to $172,978, effective 1 January 2016.

19. For comparison purposes, table 1 below sets out the salaries, including post adjustment, of the members of the International Court of Justice, the judges of the International Tribunal for the Former Yugoslavia and the President of the International Residual Mechanism for Criminal Tribunals, serving in The Hague, in euros, as well as the equivalent in United States dollars at the official United Nations operational rate of exchange for the month concerned.

Table 1

Salaries (including post adjustment) of the members of the International Court of Justice, the judges of the International Tribunal for the Former Yugoslavia and the President of the International Residual Mechanism for Criminal Tribunals for the period from January 2014 to June 2016

Month and year	*Salary (Euros)*	*Salary (United States dollars)*
January 2014	16 459	22 702
February 2014	16 482	22 363
March 2014	16 471	22 533
April 2014	16 463	22 646
May 2014	16 454	22 759
June 2014	16 479	22 420
July 2014	16 480	22 392
August 2014	16 506	22 067
September 2014	16 534	21 784
October 2014	16 600	21 093
November 2014	16 424	20 711
December 2014	16 470	20 613
Total, 2014	**197 823**	**264 082**

Month and year	*Salary (Euros)*	*Salary (United States dollars)*
January 2015	16 149	19 694
February 2015	17 194	19 495
March 2015	16 379	18 382
April 2015	17 283	18 724
May 2015	17 249	19 081
June 2015	17 281	18 824
July 2015	17 033	19 052
August 2015	17 263	18 867
September 2015	17 204	19 352
October 2015	17 217	19 323
November 2015	17 259	18 924
December 2015	17 924	18 967
Total, 2015	**205 435**	**228 687**
January 2016	17 128	18 739
February 2016	17 832	19 489
March 2016	17 550	19 244
April 2016	17 132	19 402
May 2016	17 189	19 489
June 2016	17 223	19 201

III. Other conditions of service

20. The other conditions of service of the members of the International Court of Justice include the special allowance of the President and of the Vice-President when acting as President, the compensation of ad hoc judges, education allowance, survivors' benefits, travel and subsistence regulations and retirement benefits (see annex III).

21. Background on other conditions of service of the members of the Court is provided in the report of the Secretary-General submitted to the General Assembly at its forty-eighth session.[1]

22. In section VIII, paragraph 4, of its resolution 53/214, the General Assembly approved the recommendations of the Advisory Committee on Administrative and Budgetary Questions on, inter alia, the other conditions of service of the judges of the Tribunals. Background on other conditions of service of the judges of the Tribunals is provided in the report of the Secretary-General to the Assembly at its fifty-second session (A/52/520, paras. 19-21). The other conditions of service include the special allowance of the President and of the Vice-President when acting

[1] See A/C.5/48/66, paras. 16-21 on special allowances of the President and of the Vice-President when acting as President; paras. 22 and 23 on compensation of ad hoc judges; and paras. 2431 on the costs of educating children.

as President, the education allowance, survivors' benefits, travel and subsistence regulations and retirement benefits (see annex III).

23. In its resolution 56/285, the General Assembly endorsed the recommendations and observations of the Advisory Committee on the other conditions of service (A/56/7/Add.2, para. 8), in which it reiterated its view that the members of the International Court of Justice should cover the total cost of their participation in the health insurance plans and that the Organization should not have to contribute at all to the cost of their participation.

A. Special allowance of the President and of the Vice-President when acting as President

International Court of Justice

24. Article 32 of the Statute of the Court provides that the President shall receive a special annual allowance (para. 2) and that the Vice-President shall receive a special allowance for each day on which he acts as President (para. 3). As is the case with remuneration, these allowances "shall be fixed by the General Assembly" and "may not be decreased during the term of office" (para. 5).

25. In its resolution 65/258, the General Assembly, noting that the workload of the President of the Court, and that of the Vice-President when acting as President, had increased since 1987 (the last time the allowance was adjusted), decided to increase their special allowance from $15,000 to $25,000 per year and from $94 to $156 per day, respectively.

International Tribunal for the Former Yugoslavia and International Residual Mechanism for Criminal Tribunals

26. The amounts of the special allowance for the Presidents of the Tribunal and the Mechanism, and the special allowance for the Vice-President of the Tribunal when acting as President, are the same as those established for the President and the Vice-President of the International Court of Justice.

B. Assistance with education costs

27. The General Assembly, in paragraph 12 of its resolution 61/262, decided to extend its decision on the level of education grant for the members of the International Court of Justice and the judges of the two Tribunals. The International Civil Service Commission last reviewed the level of the education grant in 2012 (see A/67/30).

28. Background information on the genesis and evolution of the issue of assistance with education costs for members of the International Court of Justice and judges of the Tribunals is provided in reports of the Secretary-General submitted to the General Assembly at its forty-eighth and sixty-fifth sessions (A/C.5/48/66, paras. 24-29, and A/65/134, paras. 19-20 and 74-79).

29. In his last review (A/65/134, para. 79), the Secretary-General proposed extending the education allowance entitlement to the eligible ad litem judges who have served for a continuous period of more than three years. The General

Assembly, however, in its resolution 65/258, endorsed the conclusions and recommendations of the Advisory Committee on Administrative and Budgetary Questions (A/65/533, para. 40), which recommended against this proposal, arguing that the terms of the letters of appointment signed by ad litem judges remained binding, meaning that the extension of the terms of office of the ad litem judges did not give rise to any additional entitlements or benefits other than those which already existed.

30. The ad litem judges of the Tribunals do not get assistance with education costs.

C. Survivors' benefit

31. Concerning the establishment of a survivors' lump-sum benefit in the event of the death of serving members of the International Court of Justice, the General Assembly, in its resolution 40/257 C, approved the recommendation of the Advisory Committee to establish, in addition to the existing pension scheme, a death-benefit scheme for the members of the International Court of Justice. Under the provisions adopted by the Assembly, survivors of members of the Court who die while in office are compensated in the form of a lump-sum payment equivalent to one month of salary for each year of service, subject to a minimum of three months and a maximum of nine months of salary. This lump-sum benefit is distinct from the applicable survivors' pension benefits.

32. Concerning the establishment of a survivors' lump-sum benefit in the event of the death of serving judges of the Tribunals, the General Assembly, based on its consideration of the note by the Secretary-General (A/C.5/54/30), approved the recommendations of the Advisory Committee and established a lump-sum benefit whereby survivors of the judges would be compensated in the form of a lump-sum equivalent to one month of base salary for each year of service, subject to a minimum of one month and a maximum of four months (resolution 54/240 A, para. 7). This lump-sum benefit is distinct from the applicable survivors' pension benefits.

D. Travel and subsistence regulations

33. In its resolution 37/240, the General Assembly approved the travel and subsistence regulations of the International Court of Justice. In section VIII, paragraph 5, of its resolution 53/214, the Assembly also approved the travel and subsistence regulations for the judges of the International Tribunal for the Former Yugoslavia contained in annex III to the report of the Secretary-General (A/52/520).

34. More background information on the issues of travel and subsistence allowances for members of the International Court of Justice and judges of the Tribunals is provided in the report of the Secretary-General submitted to the General Assembly at its sixty-fifth session (A/65/134, paras. 26-28, 80 and 81).

E. Relocation allowance

35. Background information on the genesis and evolution of the relocation allowance payable to members of the International Court of Justice and judges of the two Tribunals is provided in the report of the Secretary-General submitted to the General Assembly at its sixty-fifth session (A/65/134 and Corr.1).

36. In its resolution 65/258, the General Assembly decided that the relocation allowance benefit received by the judges of the two Tribunals should be the same as that received by the members of the International Court of Justice.

37. Ad litem judges of the Tribunals are not eligible for a relocation allowance.

F. Retirement benefits

38. The General Assembly, in paragraph 5 of its resolution 65/258, decided to review at its sixty-sixth session the pension schemes for the members of the International Court of Justice and the judges of the two Tribunals. The Assembly also stipulated that the review should include options for defined-benefit and defined-contribution pension schemes, as well as a proposal for a mechanism that might be used to determine retirement pension benefits, taking into account acquired pension benefit rights accrued prior to serving in the Court or the Tribunals. The Secretary-General, in compliance with the that request, submitted his report to the Assembly on 16 December 2011 (A/66/617).

39. In the above-mentioned report, the Secretary-General proposed four design options for a pension scheme: defined-benefit, defined-contribution, cash lump-sum through hybrid defined-benefit/defined-contribution, and a two-tiered system of accumulation (the pension scheme currently applied to the members of the International Court of Justice and the judges of the two Tribunals). Based on the actuarial findings of the review, the Secretary-General identified the defined-benefit scheme to be an appropriate retirement benefit scheme for the new members of the Court and for any new judges of the Tribunals. The most favoured application of this scheme would be a linear system of accumulation of 3.7 per cent per year for 18 years of service and nothing thereafter. It was found that this linear approach would bring down the current actuarial cost of the pension entitlement from around 66 per cent to 44 per cent of the judges' base salary. The comments and concerns of the Court regarding the compatibility with its Statute of certain aspects of the proposal were brought to the attention of the President of the General Assembly in a letter dated 1 February 2012 from the President of the International Court of Justice (A/66/726).

40. In its decisions 66/556 B, 68/549 A and 69/553 A, the General Assembly deferred ultimately to the seventy-first session its consideration of the recommendations on the pension schemes for the members of the International Court of Justice and the judges of the two Tribunals, as proposed in reports of the Secretary-General (A/66/617) and the Advisory Committee on Administrative and Budgetary Questions (A/66/709), and in the letter from the President of the International Court of Justice addressed to the President of the General Assembly (A/66/726).

G. Ad litem judges

41. Background information on the genesis and evolution of the status of ad litem judges of the Tribunals and their conditions of service is provided in the reports of the Secretary-General submitted to the General Assembly at its sixty-fourth and sixty-fifth sessions (A/64/635 and Corr.1 and A/65/134 and Corr.1).

42. In its resolution 64/261, the General Assembly decided that the matter of the difference in pension rights between ad litem judges and permanent judges of the International Criminal Tribunal for Rwanda and the International Tribunal for the Former Yugoslavia should be resolved as a priority of the Assembly at the main part of its sixty-fifth session, and requested the Secretary-General to include a comprehensive actuarial study of the cost of extending pensions to the ad litem judges of the two Tribunals in his report requested pursuant to section I, paragraph 8, of Assembly resolution 63/259.

43. In its resolution 65/258, the General Assembly decided to grant a one-time ex gratia payment upon completion of service for ad litem judges of the Tribunals who have served for a continuous period of more than three years, on the basis of the length of time served exceeding those three years, in accordance with the schedule contained in table 2 below.

Table 2
One-time ex gratia payment schedule for ad litem judges of the International Tribunal for the Former Yugoslavia

Term of service (years)	*Months of salary*
< 3	0.000000
4	2.054112
5	4.108225
6	6.162337
7	8.216449
8	10.270562

Note: Payment is prorated by number of months.

IV. Recommendations

A. Remuneration

44. The Secretary-General proposes that no change be effected in the current remuneration system of members of the International Court of Justice, judges and ad litem judges of the International Tribunal for the Former Yugoslavia and the President and judges of the International Residual Mechanism for Criminal Tribunals on the occasion of the present periodic review.

45. The approval by the General Assembly, in its resolution 70/244, of the unified base/floor salary scale structure for staff in the Professional and higher categories, with effect from 1 January 2017, will not have an impact on the salaries of the members of the Court, the judges of the Tribunal, and the President and judges of

the Mechanism. The correlation between the two salary structures is based solely on a movement, rather than a scheme, that is effected through the consolidation of post adjustment multiplier points into the base scale, with a corresponding readjustment in the post adjustment multipliers.

B. Other conditions of service

Special allowance of the Presidents and of the Vice-Presidents when acting as President

46. The Secretary-General proposes that no change be effected in the special annual allowance of the Presidents and Vice-Presidents of the International Court of Justice and the International Tribunal for the Former Yugoslavia and the President of the International Residual Mechanism for Criminal Tribunals on the occasion of the present periodic review.

Education costs

47. The Secretary-General proposes that no change be effected with regard to assistance with education costs for the members of the International Court of Justice, the judges of the International Tribunal for the Former Yugoslavia and the President of the International Residual Mechanism for Criminal Tribunals until the school year in progress on 1 January 2018.

48. The Secretary-General also proposes that the revised education grant scheme for staff members in the Professional and higher categories, adopted by the General Assembly in its resolution 70/244, which is to be introduced as of the school year in progress on 1 January 2018, be extended to the members of the International Court of Justice, the judges of the International Tribunal for the Former Yugoslavia and the President of the International Residual Mechanism for Criminal Tribunals.

Travel and subsistence regulations

49. The Secretary-General proposes that no change be effected in the travel and subsistence regulations in respect of members of the International Court of Justice, the judges and ad litem judges of the International Tribunal for the Former Yugoslavia and the President and judges of the International Residual Mechanism for Criminal Tribunals.

Relocation-related elements

50. In line with the new relocation package for staff in the Professional and higher categories, effective from 1 July 2016, which was adopted by the General Assembly in its resolution 70/244, the Secretary-General proposes that the language of the travel and subsistence regulations applicable to the members of the International Court of Justice, the judges of the International Tribunal for the Former Yugoslavia and the President of the International Residual Mechanism for Criminal Tribunals, be updated and that the reference to "assignment grant" be revised to make reference to the "settling-in grant" provisions applicable to senior officials of the Secretariat of the United Nations. The Secretary-General also notes the changes in the entitlement for relocation shipment under the new relocation package approved by the General Assembly in resolution 70/244.

Relocation allowance

51. The Secretary-General proposes that no change be effected in the relocation allowance of the members of the International Court of Justice, the judges of the International Tribunal for the Former Yugoslavia and the President of the International Residual Mechanism for Criminal Tribunals on the occasion of the present periodic review.

Retirement benefits

52. The documents referred to in section III.F of the present report provide the necessary information regarding this item.

V. Financial implications

53. Should the General Assembly approve the recommendation of status quo for the elements contained in paragraphs 44 to 51 above relating to remuneration, the special allowance of the Presidents and of the Vice-Presidents when acting as President, education costs, travel and subsistence regulations and the relocation allowance, no budgetary implications would arise under the programme budget for the biennium 2016-2017.

54. The financial implications regarding the proposals of the Secretary-General on a pension scheme for the members of the International Court of Justice and the judges of the two Tribunals are described in his report of 16 December 2011 (A/66/617, paras. 56-61).

VI. Next comprehensive review

55. In paragraph 10 of its resolution 65/258, the General Assembly decided to re-establish a three-year cycle for the review of the conditions of service and compensation for the members of the International Court of Justice and the judges and ad litem judges of the two Tribunals. The next comprehensive review will be undertaken at the seventy-fourth session of the Assembly.

Annex I

Changes in total annual net remuneration of members of the International Court of Justice, Secretariat officials and members of United Nations bodies from January 2010 to January 2016 and index comparator data from January 2005

(United States dollars, dependency rate)[a]

	2005 (index comparator)	*2010*	*2011*	*2012*	*2013*	*2014*	*2015*	*2016*
International Court of Justice								
President[b,c]	185 080	283 386	275 953	280 169	287 947	297 426	261 331	249 871
Index	100.0	153.1	149.1	151.4	155.6	160.7	141.2	135.0
Members of the Court[c]	170 080	268 386	250 953	255 169	262 947	272 426	236 331	224 871
Index	100.0	157.8	147.5	150.0	154.6	160.2	139.0	132.2
Senior Secretariat officials								
The Hague								
Under-Secretary-General[d]	202 737	235 787	220 739	224 380	231 098	239 284	208 110	198 214
Index	100.0	114.6	107.3	109.0	112.3	116.3	101.1	96.3
Assistant Secretary-General[e]	185 280	215 594	201 791	205 131	211 292	218 802	190 208	181 131
Index	100.0	114.6	107.3	109.1	112.3	116.3	101.1	96.3
Geneva								
Under-Secretary-General[d]	228 331	267 441	289 436	290 976	300 907	308 201	271 221	274 405
Index	100.0	129.9	140.6	141.4	146.2	149.8	131.8	133.3
Assistant Secretary-General[e]	208 755	244 626	264 800	266 212	275 320	282 012	248 092	251 013
Index	100.0	130.1	140.8	141.5	146.4	149.9	131.9	133.4
New York								
Under-Secretary-General[d]	205 809	239 241	239 263	245 703	245 703	250 405	250 381	250 352
Index	100.0	116.2	116.3	119.4	119.4	121.7	121.7	121.6
Assistant Secretary-General[e]	188 097	218 761	218 781	224 687	224 687	229 001	228 979	228 953
Index	100.0	116.3	116.3	119.5	119.5	121.7	121.7	121.7

	2005 (index comparator)	*2010*	*2011*	*2012*	*2013*	*2014*	*2015*	*2016*
Full-time members of subsidiary bodies								
Chairman, International Civil Service Commission/ Advisory Committee on Administrative and Budgetary Questions[f]	189 077	215 545	217 600	224 833	225 162	225 571	227 748	230 100
Index	100.0	114.0	115.1	118.9	119.1	119.3	120.5	121.7
Vice-Chairman, International Civil Service Commission	179 077	205 545	207 600	214 833	215 162	215 571	217 748	220 100
Index	100.0	114.8	115.9	120.0	120.2	120.4	121.6	122.9
Members of the Joint Inspection Unit, Geneva	182 266	214 044	231 914	233 165	241 234	247 160	217 114	219 701
Index	100.0	117.4	127.2	127.9	132.4	135.6	119.1	120.5

[a] For the salaries paid in currencies other than United States dollars, the corresponding currency exchange rate for January of each year has been applied in this table.

[b] Includes a special allowance of $15,000 per year in 2010 and of $25,000 per year from 2011 and on.

[c] In accordance with General Assembly resolution 61/262, effective 1 January 2007, the salary of the members of the International Court of Justice comprises an annual base salary with a corresponding post adjustment per index point equal to 1 per cent of the net base salary to which the post adjustment multiplier for the Netherlands applies.

[d] Includes a representation allowance of $4,000 per year.

[e] Includes a representation allowance of $3,000 per year.

[f] Includes a special allowance of $10,000 per year.

Annex II

Salaries of senior officials in The Hague[a]

	Under-Secretary-General[b]		*Judge of the International Court of Justice*		*Judge of the International Criminal Court*	
	Euros	*United States dollars*	*Euros*	*United States dollars*	*Euros*	*United States dollars*
January 2014	14 215	19 607	16 459	22 702	15 000	20 690
February 2014	14 235	19 314	16 482	22 363	15 000	20 353
March 2014	14 226	19 461	16 471	22 533	15 000	20 520
April 2014	14 219	19 558	16 463	22 646	15 000	20 633
May 2014	14 211	19 656	16 454	22 759	15 000	20 747
June 2014	14 232	19 363	16 479	22 420	15 000	20 408
July 2014	14 233	19 339	16 480	22 392	15 000	20 380
August 2014	14 256	19 058	16 506	22 067	15 000	20 053
September 2014	14 280	18 814	16 534	21 784	15 000	19 763
October 2014	14 337	18 217	16 600	21 093	15 000	19 060
November 2014	14 185	17 888	16 424	20 711	15 000	18 916
December 2014	14 224	17 802	16 470	20 613	15 000	18 773
Total, 2014	**170 852**	**228 078**	**197 823**	**264 082**	**180 000**	**240 296**
January 2015	13 948	17 009	16 149	19 694	15 000	18 293
February 2015	14 850	16 837	17 194	19 495	15 000	17 007
March 2015	14 146	15 876	16 379	18 382	15 000	16 835
April 2015	14 926	16 172	17 283	18 724	15 000	16 251
May 2015	14 898	16 480	17 249	19 081	15 000	16 593
June 2015	14 925	16 258	17 281	18 824	15 000	16 340
July 2015	14 711	16 455	17 033	19 052	15 000	16 779
August 2015	14 910	16 295	17 263	18 867	15 000	16 393
September 2015	14 858	16 714	17 204	19 352	15 000	16 873
October 2015	14 870	16 689	17 217	19 323	15 000	16 835
November 2015	14 906	16 344	17 259	18 924	15 000	16 447
December 2015	15 480	16 381	17 924	18 967	15 000	15 873
Total, 2015	**177 427**	**197 509**	**205 435**	**228 687**	**180 000**	**200 519**
January 2016	14 793	16 184	17 128	18 739	15 000	16 411
February 2016	15 401	16 832	17 832	19 489	15 000	16 393
March 2016	15 158	16 620	17 550	19 244	15 000	16 447
April 2016	14 797	16 757	17 132	19 402	15 000	16 988
May 2016	14 846	16 832	17 189	19 489	15 000	17 007
June 2016	14 875	16 583	17 223	19 201	15 000	16 722

[a] Total net salaries: base salaries and post adjustment.

[b] At the dependent rate and includes a representation allowance of $4,000 per year.

Annex III

Conditions of service and compensation for the members and ad hoc judges of the International Court of Justice, for the judges and ad litem judges of the International Tribunal for the Former Yugoslavia and for the President and judges of the International Residual Mechanism for Criminal Tribunals[a]

	International Court of Justice		*International Tribunal for the Former Yugoslavia*		*International Residual Mechanism for Criminal Tribunals*	
	Members	*Ad hoc judges*	*Judges*	*Ad litem judges*	*President*	*Judges*
Annual net salary as of January 2016	$224,871 per annum, including post adjustment [January 2016 post adjustment multiplier for the Netherlands = 30]	1/365 of annual net salary per day worked	$224,871 per annum, including post adjustment [January 2016 post adjustment multiplier for the Netherlands = 30]	Same as permanent judges	$224,871 per annum, including post adjustment [January 2016 post adjustment multiplier for the Netherlands = 30]	1/365 of annual net salary per day worked
Special allowance	President: $25,000 per annum Vice-President (when acting as President): $156 per day	Not applicable	President: $25,000 per annum Vice-President (when acting as President): $156 per day	Not applicable	President: $25,000 per annum	Not applicable
Travel expenses	**For resident judges**: Journey for the judge, spouse and recognized dependant(s) upon appointment and termination to/from the seat of the Court from/to his/her home established at the time of appointment. Return journey for the judge, installed spouse and recognized dependant(s) every second calendar year. **For non-resident judges**: A maximum of three return journeys for the judge and one close relative residing with him/her every year, from his/her home at the time of appointment to the seat of the Court to attend sessions of the Court. **For all judges**: Cost of excess baggage is not allowable as an expense unless the excess is necessarily carried for official business reasons.	Return journey of any ad hoc judge, and one close relative residing with him/her, from his/her home to the seat of the Court or the place where the session is held, when the presence of the ad hoc judge is certified by the President of the Court as necessary for official business.	Journey for the judge, spouse and recognized dependant(s) upon appointment and termination to/from the seat of the Tribunals from/to his/her home established at the time of appointment. Return journey for the judge, installed spouse and recognized dependant(s) every second calendar year. Cost of excess baggage is not allowable as an expense unless the excess is necessarily carried for official business reasons.	Same as permanent judges	Journey for the President, spouse and recognized dependant(s) upon appointment and termination to/from the seat of the Tribunal from/to his/her home established at the time of appointment. Return journey for the President, installed spouse and recognized dependant(s) every second calendar year. Cost of excess baggage is not allowable as an expense unless the excess is necessarily carried for official business reasons.	Same as ad hoc judges of the International Court of Justice

	International Court of Justice		*International Tribunal for the Former Yugoslavia*		*International Residual Mechanism for Criminal Tribunals*	
	Members	*Ad hoc judges*	*Judges*	*Ad litem judges*	*President*	*Judges*
Subsistence allowance	Payable under the conditions of standard rates applied to officials of the United Nations Secretariat plus 40 per cent	Not applicable	Payable under the conditions of standard rates applied to officials of the United Nations Secretariat plus 40 per cent	Same as permanent judges	Payable under the conditions of standard rates applied to officials of the United Nations Secretariat plus 40 per cent	Not applicable
Removal expenses	**For resident judges**: Full removal of household goods and personal effects. **For non-resident judges**: Partial removal upon approval by the President of the Court	Not applicable	Full removal of household goods and personal effects	Same as permanent judges	Full removal of household goods and personal effects	Not applicable
Settling-in grant	**For resident judges**: Amount applicable to senior officials of the United Nations. **For non-resident judges**: Up to one half of the amount applicable to senior officials of the United Nations, upon approval by the President of the Court.	Not applicable	Amount applicable to senior officials of the United Nations	Same as permanent judges	Amount applicable to senior officials of the United Nations	Not applicable
Relocation allowance	**For resident judges**: 24 weeks of annual net base salary (for 9 continuous years of service or more) or 18 weeks of annual net base salary (for more than 5 but less than 9 continuous years of service), payable upon completion of service and resettlement outside the Netherlands. For less than 5 continuous years of service, a lump sum prorated on the basis of the ceiling of 18 weeks of annual net base salary. **Entitlement is not applicable to non-resident judges.**	Not applicable	Same as the members of the International Court of Justice	Not applicable	24 weeks of annual net base salary (for 9 continuous years of service or more) or 18 weeks of annual net base salary (for more than 5 but less than 9 continuous years of service), payable upon completion of service and resettlement outside the Netherlands. For less than 5 continuous years of service, a lump sum prorated on the basis of the ceiling of 18 weeks of annual net base salary.	Not applicable
Pension	The normal retirement age is 60. The amount of retirement benefit is 50 per cent of the judge's annual net base salary (excluding post adjustment) prorated for less than 9 years of service (or approximately 0.468 per cent	Not applicable	Same as members of the International Court of Justice, prorated to account for the difference in length in terms of appointment (i.e., 9 years for the Court, 4 years for the International Tribunal for the Former Yugoslavia)	One-time ex gratia payment upon completion of service, when applicable	Same as members of the International Court of Justice, prorated to account for the difference in length in terms of appointment (i.e., 9 years for the Court, 4 years for the International Tribunal for the Former Yugoslavia).	Not applicable

	International Court of Justice		*International Tribunal for the Former Yugoslavia*		*International Residual Mechanism for Criminal Tribunals*	
	Members	*Ad hoc judges*	*Judges*	*Ad litem judges*	*President*	*Judges*
	times net base salary for each of the first 108 completed months) plus 0.154 per cent net base salary for each additional month of service in excess of 108. Maximum 66.67 per cent of final salary. (Minimum of 3 years' service)		(Minimum of 3 years' service)		(Minimum of 3 years' service). If the President were to be elected from among the existing permanent judges of the International Tribunal for the Former Yugoslavia and were permitted to maintain his/her existing contractual relationship with the United Nations, his/her original conditions of service would continue to apply. Therefore, pursuant to Article 32, paragraph 5, of the Statute of the Court, any changes to the pension scheme that would lead to a decrease in pension benefits would not apply.	
Survivor's benefit	50 per cent of the pension benefit or a lump sum, as final settlement, of twice the yearly pension benefit otherwise payable at the time of death	Not applicable	50 per cent of the pension benefit or a lump sum, as final settlement, of twice the yearly pension benefit otherwise payable at the time of death	Not applicable	50 per cent of the pension benefit or a lump sum, as final settlement, of twice the yearly pension benefit otherwise payable at the time of death	Not applicable
Education grant	**For resident judges**: Applicable under the same rules and regulations governing United Nations staff **Not applicable to non-resident judges**	Not applicable	Applicable under the same rules and regulations governing United Nations staff	Not applicable	Applicable under the same rules and regulations governing United Nations staff	Not applicable
Disability	Payment of salary during a period of ill-health or disability that would prevent a member from performing his/her duty during the service period. No liability beyond that point.	Not applicable	Payment of salary during a period of ill-health or disability that would prevent a judge from performing his/her duty during the service period. No liability beyond that point.	Same as permanent judges	Payment of salary during a period of ill-health or disability that would prevent the President from performing his/her duty during the service period. No liability beyond that point.	Not applicable

[a] Including the Secretary-General's proposals in paragraphs 48 and 50.